

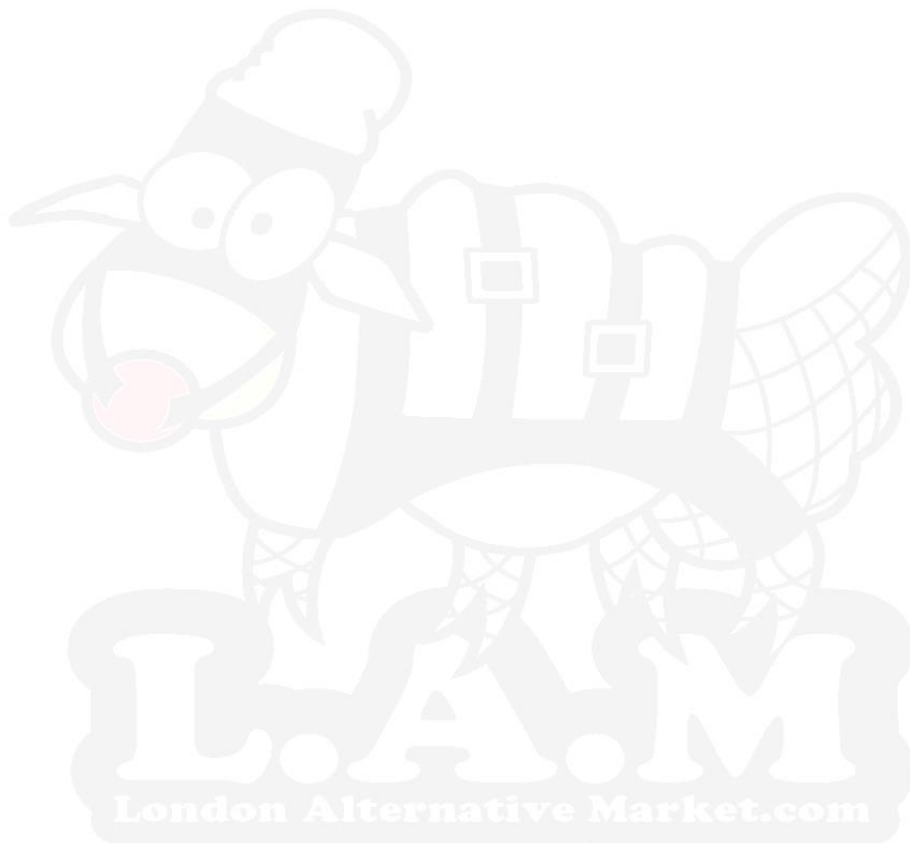
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London Alternative Market Limited

Prepared by

Cosmic



London Alternative Market: Peer LAM Learn event manual version 1.0

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Introduction

This manual contains all the policies and procedures for the London Alternative Market Limited's Peer LAM Learn event (PLL). Its aim is to provide a clear and ethical framework for the smooth running of the event and to set out the standards and expectations of all parties.

While LAM events are open to the public, they are private events by virtue of the ticketed admission and our private hire arrangements with the venues we use. As such all entrants, do so agreeing to comply with the events rules, regulations and policies which are publicly accessible as well as being available at the front desk.

It is designed to be adapted and developed as a code of best practice and is not offered as a perfect solution. The feedback and review procedures are in place to allow growth and development and as such we would encourage anyone who seeks modifications to submit them accordingly.

The guiding principle of this document is consent and its pivotal role in kink and BDSM within our communities. With your help, we want to make sure the LAM and wider fetish communities continue to provide open spaces for consenting adults to explore their sexualities in an open and non-judgemental environment which encourages consent, communication, negotiation within a framework of personal responsibility.

The concept encourages shared and personal responsibility in addressing issues which arise, while providing a clear and accountable set of processes, designed to clarify everyone's roles and responsibilities. There are consequences for any found to be in breach of the guidelines and principles of the event which are clearly set out within this document.

The process of improvement only works when it is engaged with, if you are asked to submit something please do so as it is the only way we can act. LAM is not able to act on verbal accounts outside of a complaint relating to something that happened at our event or as part of an appeal process.

Above all we believe that clear communication is the corner stone to consensual fun. It also ensures that all issues raised through this process are dealt with in a timely and professional way with the emphasis on learning from any experiences to reduce the risk of unpleasant things again.

David aka Cosmic1

Managing Director

London Alternative Market Limited

Mission Statement

The aim of the event is to:

- Provide educational space for the London Kink communities
- Create a stable space for rope teaching to help people progress month on month
- Illustrate the chorus of styles, techniques and opinions that make kink so diverse
- Facilitate worldclass learning opportunities for new and experienced kinksters
- To give space for the development of what the guests what to see through scheduling some classes on the day
- Utilize the skills and knowledge of the awesome kinksters in and around London

LAM is known for being one of the most consistent events on the London scene striving to ensure that we always deliver a first-class guest experience.

During the last 17 years, we have built a strong reputation with the venue owner's community in London and other promoters to the point where we are often asked to collaborate on projects or to find suitable events for a venue. During 2020 we went online and created LAM Live to give some sense of connection during the difficult times and to continue to promote the businesses we work with.

Above all we try to keep a positive and professional event space to help people grow as individuals so that together we can grow as a community.



Guest charter

Our aim is to be as welcoming, open, inclusive, and friendly as we can at all times. We want everyone to have a good time at LAM events.

LAM aims to be as accessible to as many people as possible. This includes people with mobility impairments as well as disabilities which may be less obvious to the casual observer.

We request that guests are mindful of the following facts:

- Everyone has the right to be treated equally until you have consensually negotiated otherwise.
- Excessive alcohol and drugs can cloud the boundaries and perceptions of consent and as such anyone found to be beyond a point of clear consent will be asked to leave.
- All play / teaching interactions must be consensual.
- The dress code of the event.
- The consent policies of the event.
- The crew are present to ensure the health, safety, and enjoyment of all parties and as such you are requested to abide by any reasonable request they make.
- Please ensure that you are familiar with the photography policies of the event.

If you are not comfortable about something you see please bring it to the attention of a member of crew so that the matter can be appropriately dealt with. While we acknowledge that some aspects of fetish can be more challenging than others the appropriate people to address any issues are the crew who have specific protocols in place and guidance on how to respond.

If you're unsure of someone's gender identity, avoid using gender specific pronouns, instead try referring to them as 'my friend over here' or 'Star Wars t-shirt over there'.

Consent is key to what it is that we do. Please respect consent and the right not to consent at all times. This means not touching people in any way without first asking their permission and allowing them an opportunity to respond. Should you see a situation in which consent is unclear, either continue to observe until it becomes clear, or, if necessary, as a crew member to confirm on your behalf.

In the event that you accidentally cause damage to the venue or another person's property while at the event you are expected to act in a responsible, adult and ethical fashion in making appropriate reparations as soon as you are aware of the issue.

By attending LAM events you are agreeing to the policies and procedures of the event and understand that in the unlikely event of a dispute or complaint you will abide by our policies at the time of the event and consent to our use and storage of data if needed.

If you are barred for a gross breach of the rules such as a sexual act or non-consensual violence your picture may be taken and kept, to ensure you don't return.

Guests agree to comply with the posted notices and venue procedures for fire and health and safety. If you bring food and drink into the venue, please make sure you clean up after yourselves.

Kink+

LAM events are “Kink+”, meaning that we are open to all genders and sexualities who accept kink as a positive influence on our lives. We care not what you have between your legs, who you want between your legs, or even if you have *anything* between your legs, we aim to provide an environment that is accepting and welcoming of all kinks and individuals. We even welcome the well-behaved vanillas so long as they can accept the positive role that it plays in our lives.

Beyond this we believe that ERCA is the appropriate framework for interactions between consenting adults:

Ethical – in our interactions with those around us as well as those we are in relationships with.

Responsible – all parties engaged in kink activities have a shared responsibility as well as our individual responsibilities for our own well-being

Consenting – is key to healthy kink interactions and should always follow the FRIES model*

Adults – all parties MUST be over 18 and to fulfill all of the criteria to be considered an adult responsible for their own actions (because we are)

For additional resources and information, we would recommend the following resources:

www.LondonAlternativeMarket.com/education

@TheKinkShrink Debs

@SceneCounsellor Popi

Additional professional and support services can be found via:

www.LondonAlternativeMarket.com/signposts

*FRIES consent model

Freely given – without pressure, coercion or under the influence

Reversible – activities can be ceased at any stage by either party

Informed – all parties must have the complete understanding of possibilities.

Enthusiastic – lots of “hell yes” not waiting for “no’s”

Specific – to the activities you have agreed to and only those.

Data and privacy & Security

We do not hold data about our guests with the exception of our mailing list, this list is compiled of people who have requested to be on it. The mailing list is used to send out newsletters normally once or twice a month informing subscribers of upcoming events. This list is never shared with 3rd parties.

As well as visible security around the front door LAM may from time to time also use covert SIA door supervisors who do not have their SIA cards on their arms, they will however inform you of their status if they need to speak with you.

Anti-trafficking and modern slavery statement

The clear differentiator between the crimes of trafficking and modern slavery is consent. While we would hope that it is evident that these crimes are abuses that we would not condone it appears that authorities the world over are still confused about the differences between kink and crime.

To be 100% clear LAM does not and will not support any activity that is linked to human trafficking, forced labour or animal cruelty, and reserve the right for anyone proven to be engaging in such activities to be excluded from the event.

We do however defend the rights of consenting adults to engage in such role plays because that is covered by many of the Human Rights. If you still can't resolve the issue, ask yourself if putting on a sexy nurse's costume will make you medically qualified. These crimes against humanity are too serious to be foolishly conflated with the activities of consenting adults and yet we see more kinksters and sex workers under investigation than nail bars and manual / factory labour.

Safeguarding provisions

Whilst we acknowledge that we have neither the mechanism nor authority to deal with issues outside of our event we do want everyone to feel welcome and would hope that all guests see the sense in leaving any external issue at the door, we accept that occasionally special measures or considerations must be put in place. We endeavour to work with our guests to ensure that wherever possible their safeguarding needs are accommodated when advise in advance of the event, so we can make sure that resources are allocated. Any assistance you need can only be processed via the "Pre-event concern / complaints procedure form" (page 23)

If you are subject to Police bail, have been sentenced for a violent or sexual offense and/or are subject to parole restrictions we ask you to self-restrict yourself from the event until that matter is completely discharged and that any and all aspects of the sentence have been carried out.

Accessibility

If you require assistance whilst inside the building you are welcome to bring an assistant or carer as a complimentary guest.

Bathroom policies

The facilities at the event are considered safe space and no sexual contact should occur in them. The most accessible facilities are on the basement level near to the lift door. The bathrooms on the sub-basement level are provided on gender specified basis and the ones on the basement designated gender neutral.

We ask all guests to be mindful of this and to regulate their own conduct and behaviour accordingly.

Any issues relating to the hygiene or cleanliness of the facilities should be reported to the front desk so that it can be immediately dealt with by the venue.

Dress code

Fetish dress code is **not** necessary to gain entry to LAM events. Jeans and a T-shirt are **perfectly acceptable**, for example. On the other hand, far be it from us to discourage people turning up dressed up to the hilt in their finest leather, latex or fabric of choice. The surrounding area can provide an amazing backdrop for a walk about.

You should also feel free to express your chosen lifestyle while at the market; Masters, Mistresses, TVs, slaves, ponies, pets and other fetishes are all welcomed as we aim to promote an open and accepting environment. The venue does however insist that complete nudity is not acceptable and that military clothing that could cause offence is not acceptable, this specifically includes authentic or reproduction military uniforms of the period 1939 to 1945*.

As an educational environment the display of any genitals outside of a specific teaching session is not permitted.

In the event that someone is not accepting of your choice of outfit please raise the issue with a member of the crew who can ensure that the matter is dealt with appropriately as soon as possible in accordance with our dispute policy.

*While we recognise the fact that wearing certain uniforms does not automatically mean that you align with ethically unacceptable philosophies not everyone appreciates this in the same way that wearing a nurse's uniform does not make you medically qualified. Also, it should be noted that if you align yourself with those unacceptable philosophies and beliefs but do not wear symbols or uniforms you are unlikely to enjoy such an open and accepting event and should feel no obligation to attend.

Wrist bands

Upon arrival at LAM you will be issued with a wrist band, these are colour coded as follows:

- Blue – Guests
- White – Crew and volunteers
- Red – Conduct caution (see below*)
- Green – speaker at event

Guests MUST retain their wristband as the crew and bar staff will be checking for them throughout the event.

*Red wrist bands are issued as a final warning to someone for either their conduct at the event on the day, having received a previous caution, having appealed a previous ban or through intoxication. If you have had your wrist band swapped out to “red” please be mindful of the fact that there will not be another warning, it may be best to wrap up your day and head home. If you are issued one upon arrival it may be an indication that we wish to ensure that you do not repeat previous behaviour this classification can only be appealed in writing. While the front desk will be aware of who is will receive a red band they will not know why and will not be able to discuss the matter.

Event format

PLL combines aspects of a Peer Kink style event with a Bondage Peer learning event, the space comprises of two large rooms for bondage and three workshop spaces for kink learning allowing an educational focused event without the distraction of a bar.

The venue is 100% accessible with all the modifications you would expect for a local community centre.

The timetable for the event is as follows:

7	Doors open				
8	Bondage room 1	Bondage room 2	Kink101	Workshop 2	Workshop 3
			Scheduled teaching	Scheduled teaching	Scheduled teaching
9			30 min break between sessions		
10			Workshop 4	Workshop 5	Workshop 6
			Scheduled on the day	Scheduled on the day	Scheduled on the day
11	Event closes				

The scheduled learning will always include a guest speakers’ version of Kink 101 as they draw upon the core curriculum, the other scheduled sessions will be from guest speakers invited to presented based on feedback and requests. Priority will be given

to subject considered “unmet needs” as well as providing a regular rotation of the staple workshops on core kink subjects.

The second set of workshops 4 – 6 are selected on the day based on what people are offering to teach and what people want to learn. In the lobby area there are sign up and voting sheets based on the “unconventional” format attendees vote for what they want to learn, and the rooms will be allocated based on popularity. We might also invite some of the suggestions back in future months as workshops 1 – 3 if demand is high enough.

Each room has an allocated crew member to support the speaker and to deal with any issues should they arise. In the event of an issue please raise it with the crew member at the time, if you are not comfortable doing so, please raise the issue with the crew on the front desk.

Speakers

Where possible we aim to invite guest speakers that share our core values of being Kink+ and consent focused as well as being knowledgeable about their subjects. We want to book good fun speakers with a passion for sharing their knowledge and with content worth engaging with.

Guest speakers are just that, guest speakers, LAM does not endorse or validate speakers by their attendance at this event. We are grateful for the time they are willing to provide to share knowledge for which they are given a remuneration towards travel and time of £75 for scheduled speakers and £50 for speakers in workshops 4-6.

We encourage everyone to conduct their own due diligence and risk assessment based on the interactions they are comfortable with. After all this is the basis of consent. Someone might be an awesome educator on a technical subject but less capable when it comes to other areas such as Ds dynamics. This is especially true with the scheduled on the day workshops which are voted for by guests and we have no content control over.

Should you have concerns about a speaker or potential speaker please see our safeguarding policies, all pre-event requests are handled in confidence.

To offer to present at the event please email info@LondonAlternativeMarket.com or contact us via social media.

Crew

Like all LAM events PLL is run with the support of a crew, to be precise 5 runners, 2 front desk crew and two load in/out. Crew positions are open to any applicant who can carry out the tasks required for that role:

Front desk – two positions to ensure the front desk is staffed throughout the event. This does mean only being able to attend one of the workshop sessions each but the role attracts a £30 remuneration towards your travel and time.

Workshop runners – one per workshop area to help set-up and ensure that speakers and guests are supported when needed. The role does allow you to attend the workshop sessions, but you may be called upon during that session. The role is remunerated at £30 towards your travel and time.

Load in/out – two per event to assist with the load in and set up of kit as well as clearing the event at the end of the evening. There is some lifting involved in these roles so applicants must be able to perform a more demanding role at the start and end of the event. They do however have the benefit of the duration of the workshop sessions off to enjoy the workshops and a £30 remuneration towards travel and time.

To apply for a role please email info@LondonAlternativeMarket.com or contact us via social media.

Should you have concerns about a crew member or potential speaker please see our safeguarding policies, all pre-event requests are handled in confidence.



Crew and speakers Log

To be completed at each event

Role	Name	Paid
Speaker 1	_____	<input type="checkbox"/>
Speaker 2	_____	<input type="checkbox"/>
Speaker 3	_____	<input type="checkbox"/>
Load in/out 1	_____	<input type="checkbox"/>
Load in/out 2	_____	<input type="checkbox"/>
Front desk 1	_____	<input type="checkbox"/>
Front desk 2	_____	<input type="checkbox"/>
Workshop runner 1	_____	<input type="checkbox"/>
Workshop runner 2	_____	<input type="checkbox"/>
Workshop runner 3	_____	<input type="checkbox"/>
Rope runner 1	_____	<input type="checkbox"/>
Rope runner 2	_____	<input type="checkbox"/>
Unconventional 1 Subject	_____	<input type="checkbox"/>
Unconventional 2 Subject	_____	<input type="checkbox"/>
Unconventional 3 Subject	_____	<input type="checkbox"/>
Confirmed by	_____	
Date	_____	

Rope bondage policy

We recognise that rope bondage can carry certain risks that must be addressed in maintaining a safe and responsible play space. These risks are inherent to the practice of rope bondage and can't be taught or practiced out of occurring, in fact to assume you are too good to have issues is to invite them to happen. These risks increase with the complexity, duration, and posture of the ties you engage in. The risks are also reduced by sensible practices and working within your skill level, there are steps that can be taken by both riggers and bottoms which reflects the shared responsibility.

If you are watching rope, we ask you to be mindful that this is best done with your eyes and not as a running commentary as that can distract people who are concentrating.

It is therefore requested that all riggers and rope bottoms adhere to the following rules:

- Only use weight rated and appropriate materials – all materials are subject to inspection and failure to use the right equipment will result in a ban from engaging in suspension until your kit has been approved.
- You can only use designed points on the suspension frames and if you are providing your own it must be inspected and approved prior to use.
- Crew rope spotters are available upon request – assistance must be sought before a tie is started to ensure availability.
- Do not attempt to tie outside of your comfort zone – if you are requested to stop a tie by the crew you must do so as soon as it can be safely done.
- In the event of needing to quickly remove the rope you agree to without hesitation “cutting of the rope” to release at least the hands and if requested the whole tie.
- The rigger must immediately stop the tie and communicate with the rope bottom if requested.

In the event of a breach of these rules the rigger and/or rope bottom may be subject to a ban from engaging in suspension at the event. The list confirms those who are banned from suspension will be visible near any designated suspension points in the venue. Failure to adhere to a ban on suspension will result in a ban from the event.

To appeal an existing suspension, ban please use the process to appeal ban and rehabilitation policy so that the matter can be addressed with due process. In the event that the ban was for health and safety reasons we reserve the right to conduct an appropriate proof of competency assessment prior to lifting the ban.

The bondage area in the workshop room is our designated “peer sharing area” and during the party priority access will be given to activities which follow this format.

In the event that a “nerve issue occurs” both rigger and bottom are responsible for ensuring that the “nerve issue response protocol” is followed, this is to help minimise impact of any issue.

Nerve issue response protocol

While we recognise that people engage in bondage, we also acknowledge that there are unpredictable risks associated with some forms of bondage such as nerve damage. We have developed this protocol to help reduce the impact of any issues and as such ask that anyone in the rope room assists in this process if safe for them to do so.

- Ensure any “rope pressure” is removed without any added pressure or sudden movements.
- Ensure that the bottom remains calm and is physically and emotionally relaxed, in some cases this may mean removing the rigger for the immediate situation (especially with emotionally connected rope scenes if the rigger is not mindful of transference of stress).
- If you find it useful prepare a damp cold (but not iced) flannel and apply it to the corresponding areas (arm pits for radial issues and knee pits for lower leg issue and groin for upper leg) applicable when the nerve is compressed by a muscle to reduce the swelling and pressure.
- Lay the person in a flat or comfortable position avoiding any stress on the area surrounding the nerves with issues.
- Use appropriate relaxation techniques to reduce the emotional stress on the central nervous system and avoid transferring stress or building upon anxiety.
- Once you start to move again do so slowly and avoid carrying bags on shoulders or as “pulling forces” on arms.

The human body has an amazing ability to repair and recover with time, there are however several things you should avoid doing:

- Don't shake nerves damage in an attempt to “wake them up”, it simply does not work that way (this can delay healing).
- Do not engage in further potential stressing activities until you feel the issue has completely healed (this can compound issues).

There are a few things that people can do to reduce the risks of issues and to speed up recovery, these can include:

- Warming up before ties but avoid over stretching.
- Keeping a well-aligned posture that is flexible enough to cope with the stresses of those ties.
- Being aware of the risks and acknowledging them (*don't deny risks exist*).
- Not assuming you can be taught to reduce them (*don't think your better than this happening because none of us is*).
- The most appropriate therapeutic routes are chiropractic or osteopathic but other disciplines which focus on better alignment to reduce nerve compression can speed recovery and can prevent minor issues from developing.

If you need any assistance with this protocol, please send someone to alert the crew who will attend to assist.

If you want to make changes to this document, please see the last two pages of the LAM procedures manual so they can be considered and integrated if appropriate.

Photography Policy

The workshops are official photography and videography only. If a speaker is willing to “take a selfie” to confirm attendance, they will confirm this at the end of their session.

Photographs are allowed in the rope areas so long as you have the full consent of all those caught in frame before the image is taken. No moment is so precious as to allow the risk of others.

If you are concerned over self-control when it comes to your selfie habit stickers are available at the front desk and you are encouraged to seek help through the Healthy Mental Practices workshops.

All official photographers have agreed to abide by our “clear consent” policy stated below:

- To abide by the LAM crew charter, disputes policy and complaints procedures
- To ensure they have consent before a picture is taken
- To display your official photographer’s pass while working in the venue
- To ensure that they obscure faces of anyone unintentionally caught in frame before the images are published
- To credit all images with the event date either as an embedded watermark or by mentioning the event in the caption
- To use the photographer’s record system developed for use at LAM and to provide access to the images in a timely fashion
- To take and provide a private picture if requested
- To allow the use of masks (provided by the crew) if needed to obscure people’s identities

The photography record system ensures that you have a record of who took the picture along with their contact details as well as us confirming your consent for the image to be used by LAM in marketing and that they consent to the image being included in the archive.

If you notice a breach of this policy at any stage, please bring the matter to the crew’s attention so that the matter can be dealt with as soon as possible. If you have a post event issue with a photographer, please request a copy of the complaint’s procedure and associated forms.

Photography pass request form

Name: _____

Email: _____

Telephone: _____

Website: _____

Please provide a brief description of where and how you would be using any images taken at the event:

Referee 1

Name: _____

Email: _____

Telephone: _____

Referee 2

Name: _____

Email: _____

Telephone: _____

By signing below, you confirm that you agree to comply with the LAM crew charter, disputes policy and complaints procedures:

Print name

Signed

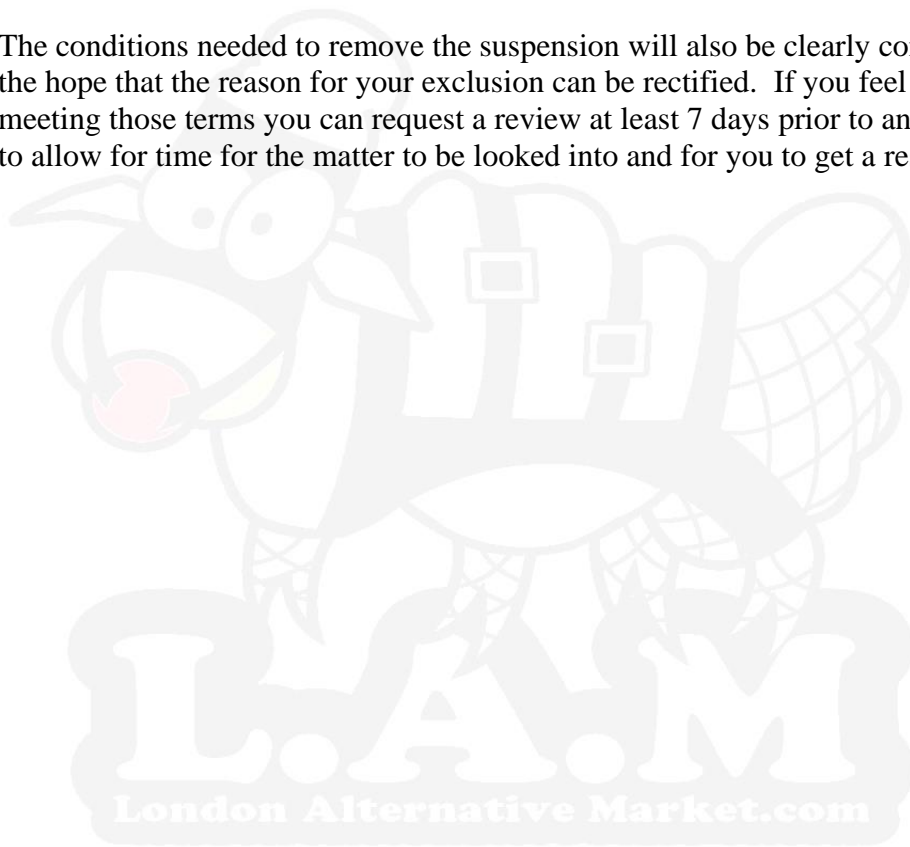
All applications will be processed within fourteen working days and will be confirmed in writing.

Disruptive behaviour

LAM reserves the right to pre-emptively suspend access to the event to anyone they feel could either be a harm to themselves by attending, or a harm or disruption to the enjoyment of others either through the pre-event complaints procedure or through reviewing information that has been posted in the public domain.

While we aim as an event to be as open and accepting as possible we will also take into consideration that sometimes we need to make decisions based on how things could impact the enjoyment and safety of the event for others. Such decisions will be clearly communicated in advance of events and attempting to attend the event will result in ban of stated duration.

The conditions needed to remove the suspension will also be clearly communicate in the hope that the reason for your exclusion can be rectified. If you feel you are meeting those terms you can request a review at least 7 days prior to an event in order to allow for time for the matter to be looked into and for you to get a response.



Disputes Policy

Disputes include:

Issues between members of crew - Should be raised with Terry or David
Issues between crew members and attendees - Terry or David
Issues between attendees - Terry or David
Issues between speakers - David
Issues between speakers and members of crew - David
Issues between speakers and attendees - David
Issues with members of venue staff - Terry or David

If you are unable to find the appropriate person, or if they are unable to assist you quickly, the front desk will always be able to raise David.

Our first aim is to ensure that any dispute is mediated to the satisfaction of all parties where possible.

If you are in any way threatened, abused, or molested by anyone during the course of the event, please know that this is unacceptable behaviour and will be dealt with in the strongest terms. Should the incident turn out to have been a misunderstanding accident, or otherwise resolvable, all attempts will be made to resolve it. If this is impossible, LAM will support its team members and any perpetrators will be dealt with as appropriate. (For example: a member of Revolution staff may be asked not to work LAM, an attendee may be asked to leave/or banned.)

If an argument is in progress, the first priority is to calm the situation. Separate the involved parties, and move to a quieter space, e.g. the venue office

If you are aware of an issue, but it isn't imperative that it be dealt with immediately, find the relevant member of staff from the list above and alert them to the situation. It is important that all parties involved have their side of the story heard. This is most easily done when they are separated. Should you be required to hear a side of the story, don't be afraid to take notes on salient points. Listen without interrupting, but then feel free to ask questions as tactfully as you can. If you feel unable to deal with a situation, you should immediately refer to a member of staff from the list above. It is important to resolve disputes, but it should absolutely not put you in a situation which makes you feel uncomfortable or threatened in any way. Any persons deemed to have committed consent violations wilfully will be banned for life from LAM.

Any incident which results in a ban will be recorded in the log within this manual.

Issues which do not happen at the event are dealt with via the separate complaints procedures detailed in this manual.

Complaints Procedures

In the event of a post or pre-event complaint being made we have established the following clear procedures to investigate the matter and to conduct the enquiry in a fair and ethically correct way.

All issues are dealt with in the same clear fashion to ensure that the event is as open and accommodating as possible.

Allegations of illegal activity or consent violations outside of our event are correctly a matter for the Police and due to the risk of prejudicing any ongoing investigations we will not comment beyond the following statements:

- We are unable to comment on that matter.
- We can confirm we have heard allegations but can confirm none of them relate to issues at our events.

In the event of an allegation of illegal activity or consent violation during an event the matter will be assessed and if necessary, the recommendation to discuss the matter with the Police will be made. In the event of an ongoing Police investigation LAM as an event and its crew agree to cooperate as officially requested and when appropriate.

In submitting a complaint, you consent to the matter being discussed with the appropriate crew members who have all agreed to the terms of our disputes policy and complaints procedures as part of the crew charter. Any information you provide us is your information and not ours in terms of data regulations.

The issue will remain confidential outside of the appropriate crew and any named parties will only be contacted with your prior consent. LAM only addresses issues through these procedures to ensure that all and any issues are dealt with correctly and as such does not comment beyond drawing attention to this process. This also helps ensure issues are addressed without personal bias and in consideration of all the facts.

Post event issues

While we endeavour to strive to provide a safe and friendly environment when issues occur we aim to learn from them and ensure they do not happen again as quickly as possible. Our preference will always be to deal with an issue as it occurs through the disputes policy we have a clear and established procedure for any post event issues.

Please complete the post events complaints procedure forms as soon as possible so that the matter can be investigated.

Pre-event issues

If you have any pre-event issues or concerns that you feel should be brought to our attention we have a safeguarding policy in place. While we clearly have no desire to get involved in picking sides as to who can and can't attend events in the same way that Glastonbury music festival could not ban one group of friends over another. We would rather seek to resolve issues through mediation and if necessary putting an agreed behavioural contract in place between all parties. In the event that this is not possible we will endeavour to mediate a "scheduled times agreement" to allow access to the event by both parties without a risk of them encountering each other.

Please provide a brief outline of how you would like us to help resolve this issue:

Once the matter has been briefly discussed with the appropriate members of the team as set out in the disputes policy we will contact you again within seven days to either request additional information or to discuss how we can address the matter.

If the complaint highlights an issue which could result in criminal charges the LAM will endeavour to engage with the appropriate authorities including making any submitted documentation available for their inspection.

If our investigation results in people being banned from the event, please outline what options would help you feel that justice had been served. Please also confirm if you would like us to contact you should they appeal their ban in the future.

Is there any support we can help with? _____

Is there anything we can do to help you feel that the issue has been addressed and to ensure there is no lasting impact? _____

Requested length of ban: _____

Would you be OK with engaging in any appeal? _____

How can we best communicate with you? _____

Agreed behaviour contract

Party 1: _____

Party 2: _____

Party 3: _____

Party 4: _____

All parties agree to be mindful of the following issues when they attend LAM and will endeavour to ensure that their personal conduct does not impede the enjoyment of the event for others.

Should any issue arise they all agree to immediately mediate any disputes with a senior crew member and to abide by their decision on the day. In the event that any or all parties are not capable of reaching an amicable resolution on the day all parties will be asked to leave and addressing the matter will be taken up through the post event complaints procedures.

In particular, we are mindful of the request not to bring ongoing historical issues into the event as we would hope that any event they relate to will have already addressed them through their dispute or complaints procedures.

Specific requests are:

_____ Continue if needed

Signed:

Party 1

Party 2

Party 3

Party 4

Actioned on behalf of LAM: _____

Record number: _____

Scheduled times agreement

Party 1: _____

Party 2: _____

Party 3: _____

Party 4: _____

For whatever reason, the above parties have not been able to reach and amicable agreement in how they attend LAM events.

We have therefore felt it necessary to draw up the following schedule of attendance to ensure that all parties maintain a fair and equal access to the event. This agreement will be available for inspection / verification by the listened parties at the front desk should confirmation be required.

Failure to adhere to this agreement may result in a ban from LAM until all parties agree in writing that this agreement is no longer valid.

Schedule for attending

Party 1: _____

Party 2: _____

Party 3: _____

Party 4: _____

Signed:

Party 1

Party 2

Party 3

Party 4

Actioned on behalf of LAM: _____

Record number: _____

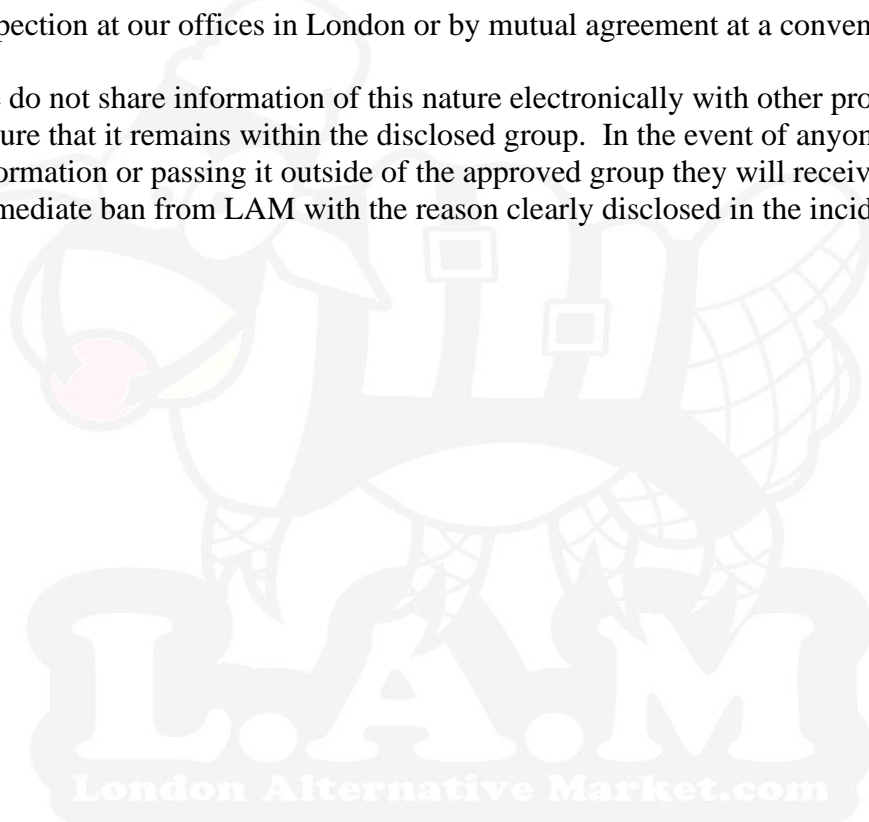
Policy on sharing information with other promoters

LAM has an open communication policy for any issues that result in someone being banned from the event as a result of an incident during the event, this is facilitated through access to the “log of incidents” contained within this manual.

While we appreciate that this will never apply to the vast majority of our guests and visitors we feel it is only responsible to make records of issues available if requested so that facts can be taken into consideration and decisions are not based on rumours and where possible reflect the full picture of what happened.

In the event that they want access to our records we will redact any contact information and will make the full records and documentation available for visual inspection at our offices in London or by mutual agreement at a convenient location.

We do not share information of this nature electronically with other promoters to ensure that it remains within the disclosed group. In the event of anyone abusing this information or passing it outside of the approved group they will receive an immediate ban from LAM with the reason clearly disclosed in the incident log.



Procedure for promoters or organisations requesting information or updates on issues

Name: _____

Email: _____

Telephone: _____

Website: _____

Please provide a brief description how you wish to use such information or who you wish to see disclosures about and why:

Referee 1

Name: _____

Email: _____

Telephone: _____

Referee 2

Name: _____

Email: _____

Telephone: _____

By signing below, you confirm that you agree to only use shared information to ensure the safeguarding of those attending events:

Print name

Signed

All applications will be processed within fourteen working days and will be confirmed in writing.

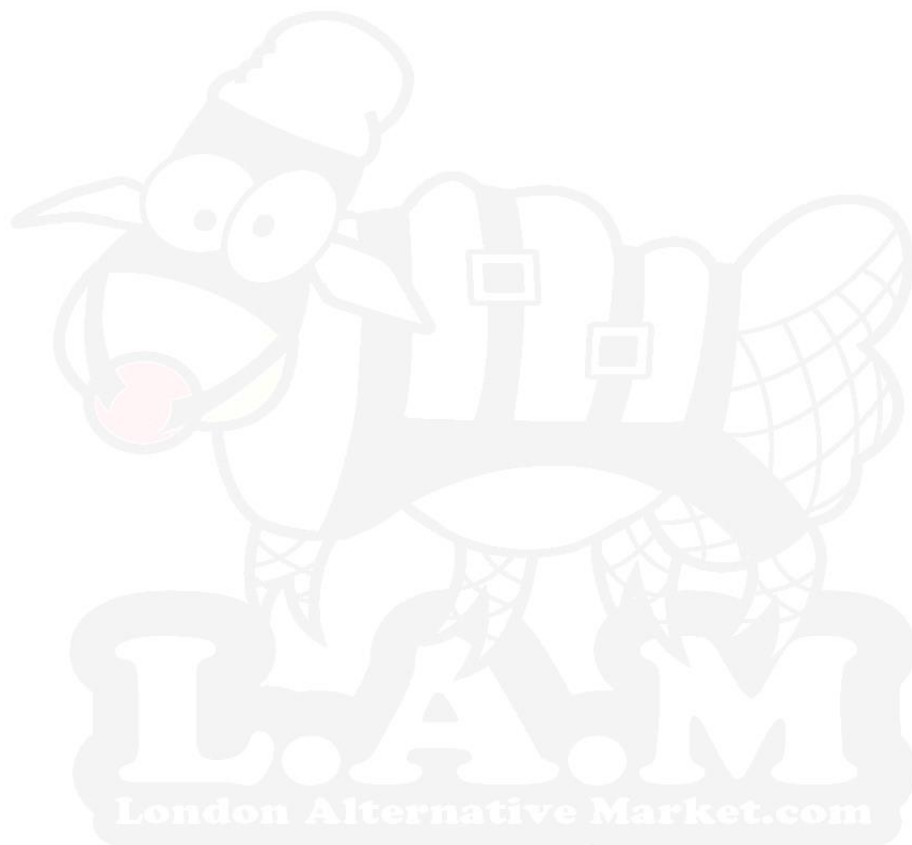
Log of those suspended for disruptive behaviour

The following are not welcome at LAM events due to disruptive behaviour which guests and crew have flagged via the safeguarding process. We are all responsible for our words and action and if you step over the line to the extent that others are worried they may become your future target or you can't leave issues at the door then don't come in to LAM.

Name:

Date:

Duration:



Process to appeal ban and rehabilitation policy

For many years we had no policy to remove people from being banned from our events but appreciate that this is not in the spirit of rehabilitation and reformation of those who have previously done wrong and who are determined not to repeat those mistakes.

We believe the restorative model for justice is the most ethical and appropriate with an emphasis on personal responsibility for all our actions. We would encourage everyone to understand this approach through the following links:

<https://restorativejustice.org.uk/>
<https://www.sentencingcouncil.org.uk/>

After due consideration we have decided that our guidelines are as follows:

- The duration before which a ban can be appealed is dictated by the severity of the offense and the impact it has had on others. This is to clearly state that the severity of the offending actions will be taken into consideration in setting an initial period, during which we will not consider any form of appeal. Broadly speaking these are aligned to the CPS sentencing recommendations for similar offences and will always consider the impact it has had on others.
- After this period an appeal will be considered and should be made in writing at least 14 days ahead of the event you wish to attend. Specifically, this should outline what steps you have taken to modify your behaviour and how you can assure us you will be better at following the events policies in future.
- We may ask any third parties for impact statements in considering your appeal and will give weight to any professional opinions you wish to provide in support of your application.
- If anyone requests an opportunity to explain your impact on them prior to us deciding on your appeal you will agree to attend that meeting as part of the appeal process.
- If bans are overturned the applicant may be subject to a red wrist band for a minimum number of events as a condition of them returning.
- For clarity there is no automatic expiration period for a ban, it is lifetime and we reserve the right to uphold it for at least that duration.
- We are unlikely to ever consider an application from someone who has been banned for a second time.
- Appeals are processed by senior management only any claims of rehabilitation or therapy will be verified as part of our due diligence.

In providing this process we do not offer any assurances that any application will ever result in a ban being overturned and specifically this does not remove the managements rights to refuse the right of entry to those they feel could impact upon the enjoyment or safety of others.

Open request for changes policy

Part of developing best practice is having the ability to continually seek to improve and develop as the community does. This is how we consent to considering change as a more efficient and efficacious model than verbal discussions.

In order to facilitate this, we have created the “change request form” which can be used to submit requests for changes to this document. Once received they will be reviewed and integrated if appropriate as soon as is feasible.

Please email and forms to:

info@LondonAlternativeMarket.com

We aim to acknowledge your submissions and action any appropriate changes as quickly as possible.

We regret that because of the aggressive tactics of some individuals embolden by social media this is the only method for change that we are willing to engage in having seen others appoint themselves witch hunter generals. Unless you can produce your degree certificate as an expert in BDSM and your letter of authorisation to have the powers you claim you will be repeatedly asked to produce them before anybody will take you as seriously as you do.

